

The Archaeologist

Issue 101
Spring 2017



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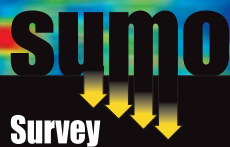
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Themes and deadlines

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TA103 will be looking at the professional pathways that are opening up in archaeology, how these can help to address the issues of capacity and skills for the sector and what we can do to make them the norm. Deadline for abstracts and images: 1 December 2017.

Contributions to *The Archaeologist* are encouraged. Please get in touch if you would like to discuss ideas for articles, opinion pieces or interviews.

We now invite submission of 100–150 word abstracts for articles on the theme of forthcoming issues. Abstracts must be accompanied by at least three hi-resolution images (at least 300dpi) in jpeg or tiff format, along with the appropriate photo captions and credits for each image listed within the text document. The editorial team will get in touch regarding selection and final submissions.

We request that all authors pay close attention to ClfA house style guidance, which can be found on the website: www.archaeologists.net/publications/notesforauthors

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Cover photo: Crossrail tunnel excavations. Credit: ICE



THE REGISTERED ORGA

AN INTRODUCTION

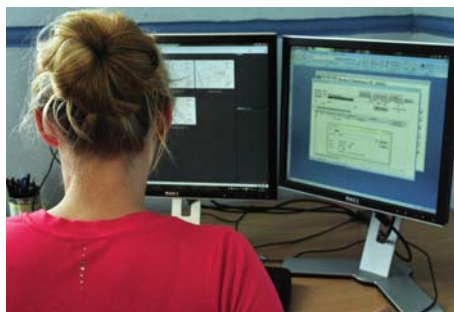
Dr Robin Holgate MCIM FSA MCIfA (7480), General Manager, Archaeological Research Services Ltd and Chair of ClfA's Registrations committee (Organisations)



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Archaeology is a relatively young profession. The introduction of developer-funded archaeology in the late 1980s and planning policy guidance in 1990 – placing archaeology firmly in the planning process and resulting in ‘development-led’ archaeology (Historic England 2015) – happened barely 30 years ago. The then Institute for Field Archaeologists, founded in 1982 to promote the professionalism of archaeologists, assisted in creating what is now a highly skilled profession which plays its part not only in the construction and development industry but also in disseminating to a wide audience an increasing awareness and understanding of our past. One of the key ways in which today’s ClfA assists in improving the standards of practice pursued by the archaeology profession is through its Registered Organisation scheme, which has over 80 members. This year the scheme is celebrating its 21st birthday, and this edition of *TA* highlights some of the key aims and achievements of the scheme.

Accreditation schemes work successfully for many professions, ranging from the Arts Council for England’s scheme for museums to the Gas Safe Register for those involved with gas safety management systems. They demonstrate that an organisation operates consistently to a defined standard. Consequently, many consultancies providing heritage advice to their clients only recommend using archaeological contractors who are Registered Organisations.



Robin Holgate

The Registered Organisation scheme is as relevant today as it has ever been. The construction and development industry is still recovering from the 2008 financial crisis that was brought about largely by excessive risk-taking by investment banks. Costs have been cut across the board and archaeological contractors have been pushed to reducing the fees they quote to a point where our margins are low and a number of archaeological contractors struggle to increase pay for their staff above what are considered to be salary minima for our profession. One way to reverse this trend is to put increasing emphasis on the quality of our work, although this will only be effective if everyone operates on a level playing field. Whilst increasing the proportion of archaeological contractors who are Registered Organisations can play a part in this, the scheme needs to demonstrate its worth to all contractors.

The Registered Organisation scheme undergoes continual improvement to ensure its relevance to all contractors, planning archaeology services and other archaeological organisations, for example, higher education archaeology course providers. It operates at present through self-

REGISTRATION SCHEME

regulation as explained on pages 4–6 with applications receiving final approval from the Registration committee (Organisations). Members of the committee include employees of small, medium- and large-sized contractors, as well as sole traders; they also include members of consultancies (spanning archaeological/environmental and engineering fields) and at least one planning archaeologist. In addition, there is a good national and regional spread across Scotland, Wales and different parts of England, as well as members of ClfA's Board and Validation committee. At least once a year, the application, inspection and assessment systems are reviewed and, where considered appropriate, revised. ClfA's Director and Board maintain an overview of the scheme throughout the year. Annual meetings of Registered Organisation post-holders have

been reinstated to provide a forum for discussing concerns and to propose ways of improving the scheme.

The scheme will continue to develop. In the four years that I have been involved with the scheme on either inspection panels or the committee, Registered Organisations have been expected to demonstrate compliance with revisions of ClfA's *Standards and guidance*, notably by developing training plans and, more recently, including provision for undertaking community engagement and outreach activities in Written Schemes of Investigation. It might also, in due course, be both desirable and feasible to move from self-regulation towards an 'Ofsted-style' assessment process using professional inspectors. ClfA welcomes members' views and for members to put themselves forward

This year the scheme is celebrating its 21st birthday, and this edition of *TA* highlights some of the key aims and achievements of the scheme.

to participate in inspection panels and the committee, thereby assisting in developing the scheme as our profession continues to evolve.

Reference

Historic England, 2015 *Building the Future, Transforming our Past. Celebrating development-led archaeology in England 1990-2015*. London: Historic England.



A Roman pottery kiln from an excavation at Poringland. Credit: Mercedes Langham-Lopez

How the Registered Organisation scheme works to maintain and improve standards in archaeology

Each year the Registration committee (Organisations) reviews the policies, procedures and standards of the organisations applying for registration. This review also looks at how these policies, procedures and standards are implemented across the organisations. Inspection panels take the time to discuss in detail with Responsible Post-holders how organisations operate and how they comply with the requirements of the Registered Organisations scheme and ClfA standards and guidance. A focus of the inspection is examination of one or more projects from inception to completion, complemented by discussion with the organisation's leaders. The panel will also speak with staff members, both in the office and on site, to discuss their roles within the organisation, their understanding of the project, training opportunities open to them, and how they are made aware of, and have access to, this information.



L – P: Archaeology excavation in London. Credit: Adam Stanford/Aerial Cam

Often because of regular issues raised by inspection panels, or changes to standards and guidance that have an impact on Registered Organisations, the Registrations Committee (Organisations) will introduce new benchmarks indicative of compliance with those standards' requirements. Recent examples relate to:

Archives

For organisations with a backlog list of archives, to have a fully developed strategy and action plan for deposition.

Publication

That documentation is published and disseminated appropriately and referring to Regional Frameworks, research objectives, compliance with ClfA *Standards and guidance*, etc.

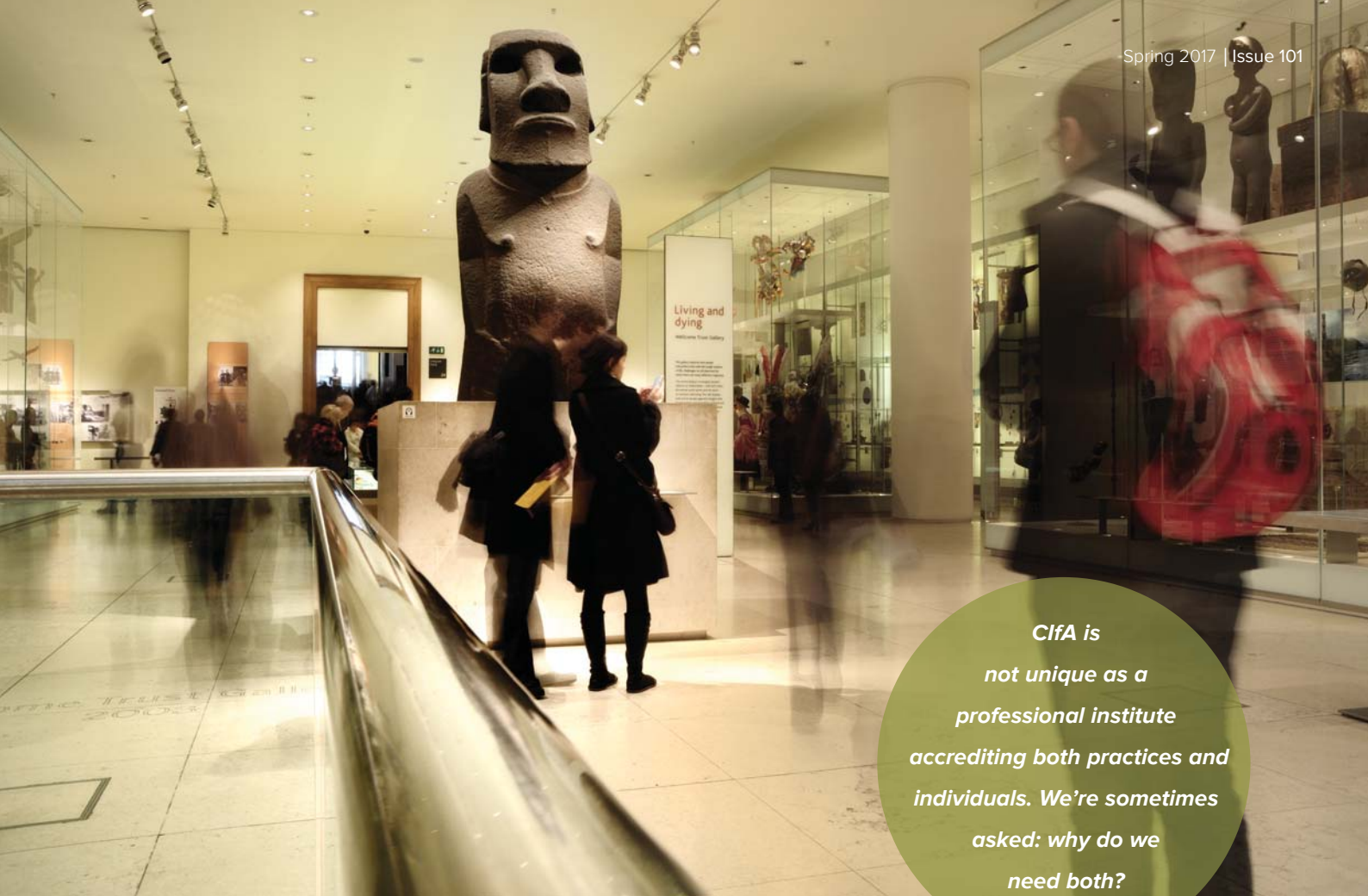
For organisations with a backlog list of publications, to have a fully developed strategy and action plan for publication and dissemination.

Outreach

To have a clear provision for outreach and community engagement.

Disaster planning

For curatorial organisations, to have an HER disaster plan in place, in line with the *Standard and guidance for archaeological advice*.



ClfA is not unique as a professional institute accrediting both practices and individuals. We're sometimes asked: why do we need both?

The moai called Hoa Hakananai'a at the British Museum. Credit: Adam Stanford/Aerial Cam

Policies and procedures

To have all appropriate policies and procedures in place, accessible by all staff, to guarantee good quality management.

Professionalism

To actively encourage ClfA accreditation of staff.

Training

To ensure that staff training is planned, managed and recorded, using the system of appraisal to identify needs and raise aspirations in line with our Professional Practice Paper: *An introduction to providing career entry training for your organisation.*

Pay and conditions and procurement

To meet the requirements of our employment package (www.archaeologists.net/practices/salary) in terms of salary minima, working hours, pension contributions, leave, etc. or to compensate staff accordingly.

To meet the requirements of our policy statement on the *Self-employment and use of self-employed subcontractors.*

Health and safety

To have in place health and safety advice, and for organisations with external advisors, to ensure that there is a clear relationship, with open communication and oversight.

Organisations failing to demonstrate that they meet these requirements, either through the inspection process or because of a complaint made against them, will have recommendations or conditions imposed upon them by the committee to ensure that standards are met. In the 2016–17 registration year the committee issued nine conditions of registration with an imposed time limit, 40 recommendations to undertake a specified improvement within a time limit, and 45 recommendations for the organisation to consider.

All conditions and recommendations are followed up. During this year, the committee discharged 14 conditions of registration, which indicates that through the operation of the scheme at least 14 material changes were made to improve professional practice in archaeology.

Why should you become accredited if you work for a Registered Organisation?

ClfA is not unique as a professional institute accrediting both practices and individuals. We're sometimes asked: why do we need both?

Professional institutes are vehicles by which a discipline's practitioners regulate themselves. They set, promote and measure compliance with standards, providing quality assurance for

Members of ClfA are professionally accredited and skilled in the study and care of the historic environment.

the profession. There need to be standards for person, process and product: the latter two are found in our 13 *Standards and guidance* documents, and our standards for person are the criteria for individual accreditation and for organisational registration.

Traditionally, professional institutes have accredited individuals. Substantially a 19th-century phenomenon, they are geared to envisage long-term, fiduciary relationships between professionals and clients – think of the basis of trust in a family lawyer or doctor. Nowadays there are more professions, and the relationship between professional and client is more likely to be short-term and

transactional – even for law or medicine. In archaeology, as elsewhere, the client's contract is usually with an organisation. IFA believed it should regulate professional responsibilities through a contract between the organisation and the Institute, complementing the contract for services between organisation and client.

Professionalism promotes trust and confidence. Registration helps customers have faith in the organisations they commission – and the organisations' project trustworthiness to clients and the public.

The other common question is: I work for a

Registered Organisation; why should I be accredited? The Registered Organisation is composed of skilled individuals making informed decisions. ClfA, the client and the organisation are more confident that the entity can consistently comply with ClfA standards if its employees have personally demonstrated competence and commitment to professionalism. Compare banking: the CEO of the Banking Standards Board recently wrote that to have high standards an organisation *needs employees who are able and ready to exercise professional judgement*. As ClfA-accredited archaeologists know, that means making valid technical decisions and secure ethical choices.

Professionalism promotes trust and confidence. Registration helps customers have faith in the organisations they commission – and the organisations' project trustworthiness to clients and the public.



SUMO Services building recording via UAV photogrammetric survey. Credit: Adam Stanford/Aerial Cam



KEY FACTS ABOUT THE REGISTERED ORGANISATION SCHEME

- The scheme was founded in 1996
- It is the only scheme to accredit archaeological organisations via a regular review of their standards and procedures
- In the last ten years, the number of Registered Organisations has increased from 55 to 81
- Registration lasts for three years, after which an organisation needs to apply again to be on the register
- On average, the Registrations committee (Organisations) assesses and inspects 30 organisations each year
- Annual inspection visits involve around 60 volunteers made up of ClfA members and local authority archaeologists
- Organisations cover a wide representation of the historic environment sector, including contracting organisations, consulting firms, curatorial services, geophysics, and marine and environmental sciences
- Organisations' staff sizes range from one to over 200 employees
- Registered Organisations employ 50 per cent of the archaeological workforce*
- 64 per cent of Local Authority Archaeologists recommend that work is carried out by a Registered Organisation**
- In the past five years, we have dealt with 42 formal and informal complaints against Registered Organisations
- Registered Organisations are identified in government guidance in England and Scotland as professional practices appropriately qualified to carry out archaeological work***



The growth in the number of Registered Organisations in the last ten years



The size of Registered Organisations in terms of the number of staff they employ



The percentage of the archaeological workforce employed by Registered Organisations

*figure taken from *Archaeological Market Survey 2016*, Landward Research Ltd (www.archaeologists.net/profession/profiling)

**figure taken from *ALGAO Planning, casework and staffing survey 2015-16*

***Scottish Planning Advice Note, PAN02/2011: *Planning and Archaeology* and English Good Practice Advice Note (GPA) 2: *Managing Significance in Decision-Taking in the Historic Environment*

Perspectives on Registration from MOLA

Taryn Nixon MCIfA (848) and Janet Miller MCIfA (1254)

MOLA, or MoLAS as it was known in 1996, became one of the first archaeological teams to be an IfA Registered Organisation. Taryn Nixon and Janet Miller, as Responsible Post-holders, share their perceptions of the evolution of the scheme and where it should be heading.



Knole House building recording. Credit: MOLA



Archaeologists recording a section in the City of London. Credit: MOLA

The need for an organisational registration scheme became more and more evident as the market for professional archaeological services developed in the early 1990s. There were far fewer commercial archaeologists working outside of archaeological units and there was still a perception in the construction industry of archaeology being an unnecessary and frivolous activity. Taryn says:

'At MOLA we saw an organisational quality scheme as an essential step in getting proper recognition for archaeology as a highly skilled profession, putting archaeologists on an equal footing with other skilled professionals – not only in construction and development but also in the sciences and humanities. It was a prerequisite for treating ourselves as properly valued professionals.'

Professional recognition has grown – partly due to archaeology's place in government policy, to the recognition of the value of heritage and what heritage practitioners can bring, and to familiarity. Increasingly, more archaeologists and other heritage professionals are employed within engineering consultancies and construction companies as essential members of the team, and growing citizen science and community involvement is proving the power and necessity of understanding our archaeological past. However, archaeology as a discipline is still vulnerable to many factors, not least its very place in planning policy. Taryn says:

'Some of the things the RO scheme does are as true today as they were at the outset: it gives the sector a voice; it is an essential prerequisite to improving policy, practice, pay and employment terms; it represents a statement of an organisation's values; it is a tool to help guard against poor-quality work that undervalues the profession and archaeology itself. As an organisation MOLA firmly believes in doing work that is of real value to our clients and the communities they operate in, and being part of the RO scheme supports that value proposition.'

Securing a Royal Charter was a huge achievement and a major milestone for ClfA and UK archaeology. Taryn believes it *'paves the way for individual Chartered Archaeologist status, truly putting our profession on a par with others'*.

Taryn identifies two particular challenges for ClfA (and all of us) as the RO and individual Chartered Archaeologist schemes develop:

'First – getting real acceptance in government and policy-making circles that archaeology (and its outcomes and outputs, such as archives) add real social, economic and cultural value to society (rather than being earnest but somehow a bit of a leisure activity) and securing its role not just in planning policy but in society; and Second – ensuring that the creation of individual Chartered Archaeologists and the development of the RO scheme actively encourage collaboration between the different parts of the archaeology sector and do not throw up any new barriers: collaboration is key to our continuing development.'

Janet Miller also believes that the RO scheme should evolve to avoid unhelpful and restrictive barriers between professionals and citizen scientists, who she believes will increasingly appear on archaeological projects. This group of motivated individuals – possibly career changers, those nearing retirement, or younger people not in education, training or employment – want to get involved and have a major contribution to make. Janet says:

'ClfA has grown out of the post-Rescue generation who have set up archaeology as a profession. Now the world is changing again in the sectors in which we work. Construction projects are much less adversarial and self-certification is more common on projects. Perhaps the evolution of ClfA is less about policing organisations and individuals and more about facilitating thoughtful archaeological work and engaging a wide range of audiences in the knowledge that we create.'

For Janet, one of the most important activities for the sector is to keep questioning the process of archaeology and what we do. Standards are of course necessary but can become barriers to thoughtful work if they are not questioned.

'The barrier between who is a professional archaeologist and who isn't is blurring. It is our job as archaeologists to recognise and develop the contribution that non-professionals like citizen scientists can make. They have the potential to create an immense amount of invaluable knowledge. Acknowledging this will help to keep archaeology relevant and purposeful and RO status should facilitate this process.'

The next five years will bring many changes to the UK archaeology sector. The challenge for ClfA and the RO scheme is to achieve a balance between the requirements of professional quality standards and the need to remove barriers between the different types of archaeologists working in the UK.

'Maintaining high standards and good practice doesn't need to be compromised by this. Archaeologists should be very comfortable engaging with existential questions about what we do and the purpose of archaeology. We create knowledge, that's no small thing, but it does need constant re-questioning, which is possible to do whilst upholding standards, and standards can actually reinforce this reflective process.'



Taryn Nixon MClfA (848)

Taryn led MOLA's first application for RO status; last year Taryn stepped down from MOLA after 19 years as Managing Director and CEO, moving onto MOLA's Board of Trustees.



MOLA conservator Luisa Duarte working on Roman eagle and snake funerary monument.
Credit: MOLA

Janet Miller MClfA (1254)

Formerly a director at consultancy Atkins, Janet joined MOLA as CEO in January 2017. Having worked with many archaeological units on major infrastructure projects, Janet has used the RO status of organisations as a benchmark of quality.



ARCHAEOLOGY COLLECTIVE becomes a Registered Organisation

Joe Abrams MCIfA (1829)

Archaeology Collective has recently achieved Registered Organisation status and is delighted with the peer recognition and market exposure this brings. The process of deciding to apply, pursuing that application and being accepted into the scheme has been absorbing, but we went ahead as we felt we could both contribute to ClfA and benefit from being associated with it.

Registered Organisation status brings increased online exposure and many local authority archaeologists steer potential clients towards the scheme. There is no doubt that such exposure can be an important cornerstone in the development of new revenue streams.

We feel able to contribute to the development of our sector through sharing ideas about how we work. We use innovative approaches to carrying out well-established tasks, and are especially interested in applying the use of digital technology to our work. We are also looking to absorb ideas through attendance at ClfA events, particularly those related to graphics/CAD work.

Founded in 2015, Archaeology Collective grew from our larger sister company Heritage Collective (which

continues to offer a professional service helping to manage change within the historic built environment). A need for specifically focused archaeological advice was apparent and the business grew from that healthy base.

The team at Archaeology Collective is diverse in experience and geographical spread. Some members of staff started working in archaeology during the 1970s, and have run their own contracting companies. Some have witnessed the large transformations that have happened in the sector, including the development of ClfA, RESCUE and FAME. Some are relatively new to the sector; others have worked as field archaeologists who then left to go on and have diverse careers in other sectors and countries. They have now returned to pursue a path in commercial archaeology, bringing with them the skills they have learnt from elsewhere.

Part of providing a quality service to clients is maintaining positive, professional relationships with our supply chain. Just as we look for repeat work with our clients, we hope

Stack of Lydians, identified during a site visit, Jewry Street, London. Credit: Archaeology Collective



Designated remains of London City Wall, basement of project we are overseeing, City of London. Credit: Archaeology Collective

to build tried and tested relationships with archaeological contractors. This is apparent via the framework we agree with each supplier. We understand that our clients and our company are exposed to risk and protected from its effects by our partners at each tier of the supply chain. To our team, 'client focus' is, therefore, closely allied to being focused on developing and maintaining a healthy supply chain. We believe this recognition and the behaviours it encourages are something that is to the benefit of our sector, especially as it enters a busy period and becomes increasingly professional, mirroring current trends in the construction sector.

The application process and subsequent interaction with ClfA has had a galvanising effect on our professional

development programme, and we have chosen to focus our current development plan on technology and templates. This has involved an inclusive, discursive approach over the specifics of software and templates, complemented by a centralised decision-making process on software types and the core content of our reports. The results have affected the delivery of technical work, which has become drawn towards the language and values driving Building Information Modelling (BIM).

We are into our third year as Archaeology Collective and the Registered Organisation status comes at a time of accelerated growth and development of the business. We look forward to working with other organisations within ClfA and strengthening existing relationships.



A scheduled barrow, Cheshire – setting assessment in progress. Credit: Archaeology Collective



19th-century church, Putney, Greater London. Credit: Archaeology Collective



Joe Abrams MClfA (1829)

Joe has been Associate Director with Archaeology Collective since 2016. Previously he worked as Regional Manager of the South and East office for Headland Archaeology (2011–16), setting up a small, new office. By 2016, the contracting teams were engaged in mitigation works for the Thames Tideway Tunnel, rail schemes and large, complex highways schemes. Joe also worked as a Project Manager at Albion Archaeology, Bedford (2004–2011) where he published articles on several sites, including quarries and town centre developments. From 1998 to 2004 he worked largely in the field, progressing from Technician to Team Supervisor, to Project Officer. This provided an excellent grounding in the variety of teams engaged on a busy building site, and gave him insight into the working practices of the various archaeological contractors and various trades in the construction sector and how archaeology should work with them.

Collaborative archaeology: professional standards and non-expert participants in archaeology

Lisa Westcott Wilkins MCIfA (7976), Managing Director;
Brendon Wilkins MCIfA (4494), Projects Director; and
Manda Forster MCIfA (4823), Programme Manager,
DigVentures



Top of the list of favourite moments on site is discovering artefacts: that feeling of uncovering something ancient, or not-so-ancient, is special to everyone. Credit: DigVentures

DigVentures launched in 2012 as a social business building collaborative archaeology projects in the UK and beyond, and has been a ClfA Registered Organisation since 2013. The DV approach is embedded in the digital economy, utilising crowdfunding, crowdsourcing and digital technology to increase opportunities for public participation in archaeological research. Our core aims include achieving public benefit, being accessible, and meeting professional standards; maintaining Registered Organisation status helps DV demonstrate our principles in practice to colleagues in archaeology as well as the non-specialist audiences with whom we work.

To date, we have worked in Cambridgeshire, Cheshire, Suffolk, Gloucester, Lancashire, Northumberland, Wiltshire, Yorkshire, and Spain. By the end of 2017, we will have expanded our reach with projects in Scotland and the USA. This year we were invited to speak at the Remix Summit, a global summit for culture, technology and entrepreneurship, and at the time of writing, we are on our way back from the latest Society for American Archaeology conference, taking part alongside National Geographic, the Cotsen Institute, The National Science Foundation, UC Berkeley and the Penn Museum in a session entitled 'The Future of Funding for Archaeology'.

“ I’ve always been interested in archaeology so supporting Dig Ventures is actually selfish on my part, because by supporting you I get to take part in the adventure. ”
Digital Digger

As a small but growing business, being linked to ClfA – an internationally recognised professional body – lends support in new sectors and regions, and enables us to keep pushing forward with our innovative approach whilst providing surety as to the standards of our work.

Given that our primary audiences are non-experts or students, training is a key aspect to DigVentures' excavations and we are recognised by ClfA as an Accredited Fieldschool. Our curriculum is tailored to provide instruction from one-day or weekend experiences through to several weeks on site with our team, with each aspect of fieldwork addressed through discussion or practical experience. We met the challenge of providing an accurate and top-notch training programme across widely varied experience levels in our participants by tying it directly to National Occupational Standards for Archaeology, which has allowed us to build a flexible approach to learning including one-to-one coaching and mentoring on site, as well as lectures, toolbox talks and – from summer 2017 – an online course introducing practical archaeology. We encourage our attendees to use the BAJR Archaeology Skills Passport, especially those who are planning to enter the profession, do more volunteering, or who intend to come and work with DV again.

“ The reason I supported Dig Ventures is that the emails, Facebook, etc. are very, VERY good and have just the right mixture and have, albeit virtually, made me feel part of the team! ” Digital Digger



Completing the site records using DigVentures' web app recording system, Digital Dig Team, is all part of the Venturers' onsite learning experience. Credit: DigVentures

Although you don't have to be a Registered Organisation to have access to these training tools, it would be wrong to say that accreditation is irrelevant in the context of working with people outside the profession. In our experience, even though major funding bodies don't require ClfA membership (perhaps something the scheme could encourage more), it is relevant to community-orientated projects and does matter to those who take part. Our Venturers are professionals too – teachers, photographers, bankers, lecturers, solicitors, social workers – and they recognise what a chartered professional body is, and understand accreditation. Being part of ClfA allows us to demonstrate that the work we do has met certain standards, and that we are transferring best practice skills to everyone who joins us on site.

For us, ensuring that the work done by our participants is visible in the official site record is another step towards being truly collaborative; building projects within communities, opening up to new audiences, having transparent research objectives and accessible archives. Our archaeological record is co-produced using our digital recording system Digital Dig Team, which provides a uniquely transparent and instantly live site archive. All

DV records are on show from the moment the context, find or sample is recorded; mistakes can be made, but they can also be corrected and interpretations updated in the same way as with any site archive. Handing over the reins (or the iPads in our case) and having our Venturers complete the site records themselves is a key part of the experience for many who get involved. We absolutely believe, and have demonstrated through our Registered Organisation status, that professional standards can be maintained whilst simultaneously providing once-in-a-lifetime experiences for our participants. As a community-focused organisation, the most important aspect of maintaining our Registered Organisation status is that it demonstrates to our colleagues, expert and non-expert alike, that we are serious about what we do.

“ I have always wanted to take part in a dig but have never had the chance so my husband bought me a Dirty Weekend! ” Weekender

“ It was amazing, great archaeology, interesting people and I learnt a lot. I couldn't wait to come back again this year. It's a fantastic project to support. ”
Digger for a Day



Edwin and his perfectly sorted finds trays – we aim for every participant to have the opportunity to undertake the full spectrum of archaeological tasks. Credit: DigVentures



Lisa Westcott Wilkins MCIfA (7976)
 Managing Director

After nearly a decade in New York City working in communications and finance, in 2001 Lisa decided to pursue her passion for archaeology by completing a Masters (with Distinction!) at UCL Institute of Archaeology. Since leaving UCL, Lisa has applied her professional background to archaeological endeavours, including as Director of Museum Operations for the launch of the Museum of the Earth, and Editor of *Current Archaeology* and *The Archaeologist*. Lisa is part of the Heritage 2020 working group for Public Engagement, and is responsible for the absurdly strong site coffee and early morning DV dance parties.



Brendon Wilkins MCIfA (4494)
 Projects Director

Brendon is an award-winning field archaeologist with over 15 years' experience directing and managing large, complex sites in advance of major construction projects, such as motorways, pipelines, and railways. With a consistent research and publication record, he has lectured internationally on wetland archaeology, Irish archaeology, and new advances in excavation methodology. Brendon is currently pursuing a PhD at the University of Leicester, entitled: 'Digging the Crowd: the future of archaeology in the digital and collaborative economies'.



Manda Forster MCIfA (4823)
 Programme Manager

Manda joined DigVentures following a five-year stint developing membership engagement and communications for the Chartered Institute of Archaeologists and other professional bodies. Before that she was Post Excavation Manager at Birmingham Archaeology, where she also managed the Practical Archaeology programme at the University of Birmingham. She is currently involved in developing DigVentures' educational programmes and managing the organisation's project programme.

The Roman Rural Settlement Project

How operational research can inform future practice strategies

Stewart Bryant MCIfA (83), Michael Fulford CBE FBA and Neil Holbrook MCIfA (737)

The Roman Rural Settlement Project (RRSP) has been running for over ten years, and the fruits of its endeavours are now appearing (Allen *et al.* 2016; Smith *et al.* 2016; Allen *et al.* in press; Smith *et al.* forthcoming). The unique aspect of this project is that it is the first national academic synthesis to have given equal weight to commercial investigations reported in grey literature and conventionally published accounts. One of the undoubted successes of the project has been its engagement with the wider archaeological sector, most notably with Historic Environment Records and local government archaeological services. The project is not only concerned with an academic review of the Romano-British countryside, however, for it also seeks to evaluate the methods adopted in commercial practice for the investigation and reporting of such sites.

As the methodological strand of the project developed, it became clear that the ClfA *Standards and guidance* (S&G) would have a significant role to play in any plans to address the issues that were being identified. A series of methodological discussion papers have been published online (available at www.cotswoldarchaeology.co.uk/developer-funded-roman-archaeology-in-britain/methodology-study/) and a day conference dedicated to methodological issues took place in September 2016. This article summarises some of the principal emerging conclusions of the study.

The importance of the project for future fieldwork and post-excavation practice

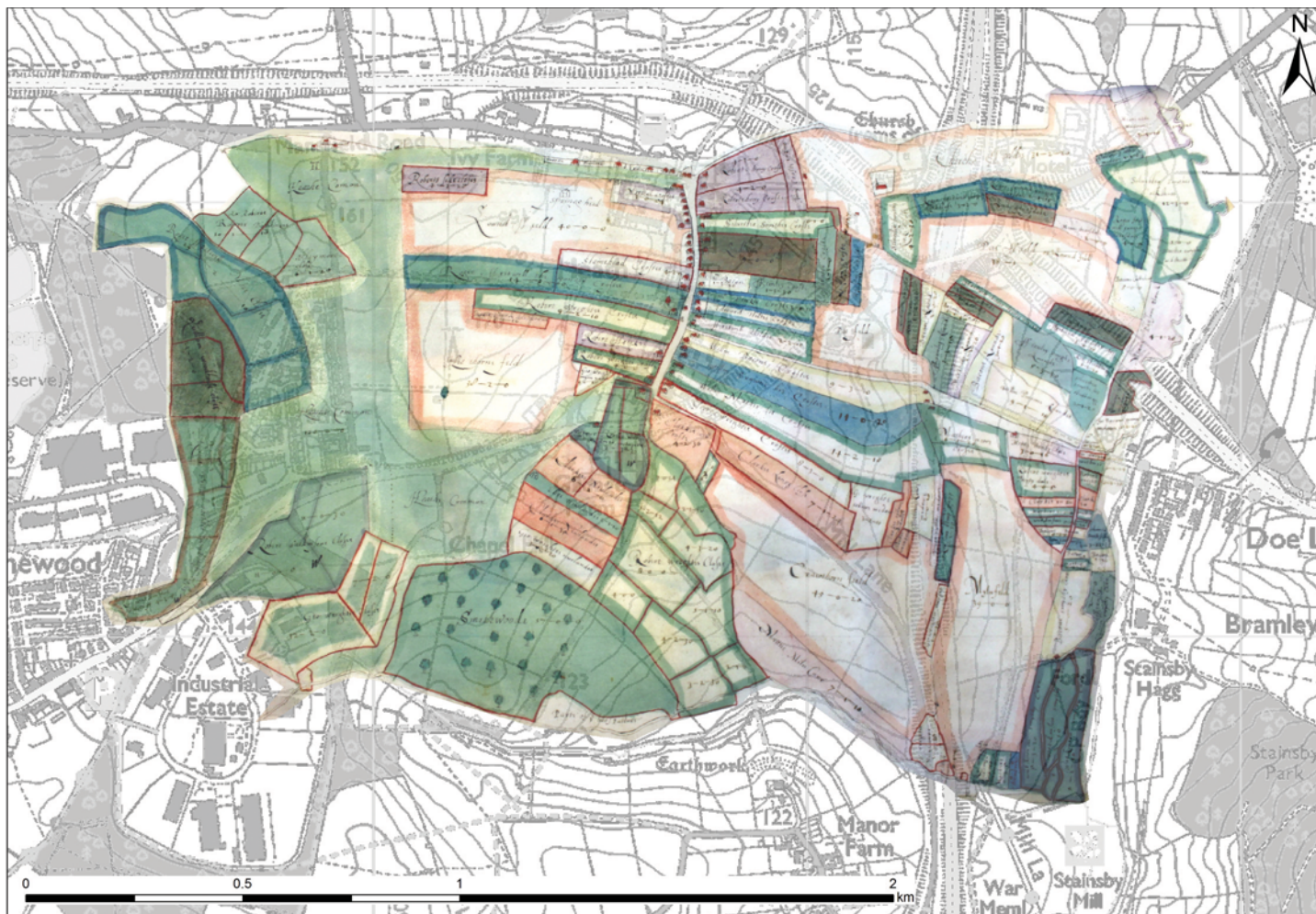
The methodological strand of the project has important implications for the quality of

the outputs arising from development-led investigations. The project is by far the most systematic and thorough analysis that has so far been undertaken of development-led archaeology, and the project database and written syntheses provide a research context for future investigations. For instance, they can inform on factors such as the spatial extent of an investigation in relation to the ability to understand the results, and the usefulness of different evaluation and survey techniques. The project outputs therefore provide the best resource currently available for what can be termed 'operational research' into current and past fieldwork, post-excavation and reporting practice within

English and Welsh archaeology. The term operational research is useful in this context as it can refer to 'the use of empirical evidence of past activity and from trials to inform and improve future policy and strategies'. It also serves to distinguish the ways in which the evidence from the RRSP has been used in the methodological strand of the project from its important and ground-breaking academic research. It is also important to recognise that the usefulness of the RRSP for operational research extends beyond the Roman period. Many of the issues are applicable to varying degrees for the later prehistoric and medieval periods.



The project captured the results from c.3500 separate interventions which relate to c.2500 individual sites



Relating the results of fieldwork to the historic landscape depicted on early mapping is easy to do, but surprisingly is not always carried out

A number of methodological issues have been identified that relate to fieldwork practice, post-excavation analysis and the content of reports, both published and grey literature. A summary of some of these issues is presented here as an indication of their type and range. They include some that are likely to be relatively straightforward to address as well as others that are probably dependent upon cultural changes within the sector for progress to be made. Relatively straightforward issues that are backed up with clear evidence and could be addressed through regulation, voluntary guidance or advice include:

- absence of important information in reports about surveys undertaken and the sampling techniques used
- inaccurate reporting of the geographical location of sites resulting in their mis-location
- not enough use of radiocarbon dating
- lack of adherence to standards for the analysis and reporting of Roman pottery

- not enough use of metal detector surveys as part of evaluation and mitigation strategies
- lack of use of historic mapping to identify the presence of medieval and post-medieval linear boundaries
- lack of consistency in finds illustration

More difficult and complex issues, some requiring significant cultural change, include:

- the potential that late/post-Roman evidence (and also that of the early prehistoric periods) in the topsoil is not being properly addressed
- the difficulty of accessing specialised data that have been analysed and published
- the recording of the excavated volumes of different types of feature fills
- not enough use of 'reflexive' strategies for investigation. There are encouraging instances where local authority staff, contractors, consultants and other stakeholders have worked together constructively to solve critical problems,



The controlled use of a metal-detector has a dramatic effect on the quantity of metalwork recovered from an investigation. Credit: Cotswold Archaeology

and thus allow successful investigation strategies to be developed. A key to success in such projects is the willingness to adapt the strategy in a 'reflexive' approach as circumstances change during the investigation

- a bias of development and investigation size as a factor in understanding sites. The average size of an investigation in the south and east of England is two to three times greater than the north and west, and the resultant disparity in understanding is potentially significant

Options for improvement

Methodological issues can be successfully addressed on a voluntary basis by education, advice notes, examples of good practice and agreements between organisations. Over the long term the majority of improvements will likely occur via these routes. A current example is the ClfA and Historic England project concerning the application of standards in finds work, which is working with the sector to improve processes and outcomes for finds work with reference to S&G.

Identifying specific changes to S&G, and if necessary the adoption of new ones, is also



Iterative strategies for site investigation devised by key stakeholders working in partnership can yield excellent results. Credit: Cotswold Archaeology

an important means of addressing methodological issues, although the processes for this can be quite rigorous and lengthy. However, the clear evidence from the RRSP relating to some methodological issues could make the process easier. It is

also possible that significant improvements could be achieved from relatively minor changes to existing S&G, and the options for using the RRSP evidence to update existing S&G will be explored over the next few months.

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The Roman Rural Settlement Project has been undertaken by the University of Reading and Cotswold Archaeology, with funding from the Leverhulme Trust, Historic England and Mr Paul Chadwick.

Stewart Bryant MCifA (83)

Stewart is a policy advisor for ClfA and former county archaeologist for Hertfordshire.



Michael Fulford

Mike is a Professor of Archaeology at the University of Reading and co-director of the Roman Rural Settlement Project.



Neil Holbrook MCifA (737)

Neil is Chief Executive of Cotswold Archaeology and co-director of the Roman Rural Settlement Project.



EMPLOYEE WELLBEING

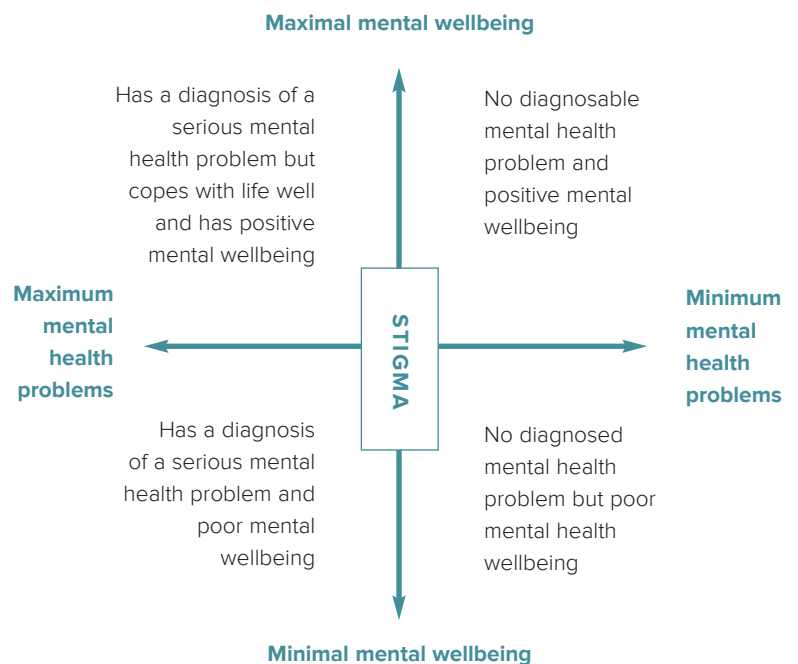
mental health in the workplace

Andrea Bradley MClfA (1795) and
Rob Sutton MClfA (4536)

Did you know that one in six British workers are affected by conditions like anxiety, depression and stress every year?

Did you know that two out of three people experiencing a mental health problem believe workplace stress has contributed to their illness?

And did you know that mental ill-health costs companies an average of £1000 per employee per year? ¹



Courtesy of Mental Health First Aid England 2014

CONTEXT

In the context of new government research² and the health and safety requirements of some large contract employers,³ ClfA is considering what support it can offer accredited members and Registered Organisations to look after themselves and their employees' mental health and wellbeing at work. We are in the process of identifying the kinds of issues that face archaeologists every day at work and identifying how the changing world of work⁴ will throw up new challenges.⁵

A training event, 'Mental Health First Aid', was held by the Equality and Diversity Group on 8 March 2017. This was the first time such an event has been run by ClfA and it aimed to support individuals in bringing the subject matter to the attention of employers and managers. Subjects covered included managing the stigma attached to mental health problems (see opposite), how to support people in distress and how to develop personal resilience.

In addition, a short survey issued to Registered Organisations sought to find out how they were equipped to recognise issues relating to mental health, what provision they made to support employees and how far these provisions were embedded in company policy, training and day-to-day culture.

SURVEY FINDINGS

Twenty-three organisations responded to the survey.

Around half the organisations responding to the survey had a formal policy on identifying and managing mental health issues among employees. These tended to be public-sector organisations or larger private companies. However, even for those with a policy, it was felt the policy was not perfectly understood in the organisation and not yet embedded fully in working culture and practice. Smaller organisations tended to feel that knowing their people and being sympathetic was enough if there were any problems.

Over half of those responding said they had an Employee Assistance Programme (EAP). However, there was some confusion as to what that was – not just a policy or procedures but an (importantly) *independent* support service providing practical and emotional support and advice. Again, there was a feeling that smaller organisations could not or need not provide this kind of service.

Over half the respondents said that wellbeing and mental health were at best embedded 'a little' in day-to-day culture, with some organisations saying that it was 'not at all', and one responding that the stigma attached to mental health problems in their organisation was 'massive'. This feeling was particularly strong in academia and private organisations. It would appear from the survey that public-sector organisations generally have a more supportive culture.

Of the particular types of issues that archaeologists face, respondents were asked to comment on which they felt were most likely to contribute to stress amongst their staff or colleagues. The chart opposite illustrates the responses. Amongst work-related issues, change, under-resourcing and career frustration were identified as significant factors. The tendency to take on too much and work-place bullying were also mentioned.

Answer Choices	Responses	
Long hours	34.78%	8
Physical strain of site work	34.78%	8
Worry about job security	39.13%	9
Money worries	52.17%	12
Career frustration	56.52%	13
Personal issues	73.91%	17
Office/sector politics	30.34%	7
Organisational change	52.17%	12
Lack of training	17.39%	4
Lack of senior support	43.48%	10
Other (please specify)	34.78%	8
Total Respondents: 23		

Table showing the responses to what particular types of stress or mental health risks that have affected staff within organisations in the past

When asked what future stresses might be a concern, the most significant factors were felt to be likely increased workload, potential lack of resource supply, and change, including the need to retrain or take on new roles.

Fewer than half of respondents said that there was someone in their organisation who kept up to date on government and employer initiatives to promote and support better mental health care. Only one respondent was aware of their commitments under contract to provide support for the mental health and wellbeing of employees when working for major clients.

There was a demand for training and support to improve practice, particularly among smaller organisations. Six organisations (across England and Scotland) have offered to provide models and examples of their practice to assist Registered Organisations going forward, for which we are very grateful.

PLANS

The following are ideas for carrying forward some of the issues arising from our initiative so far. These will be developed in discussion with members and within the ClfA business planning process and we would be pleased to have your thoughts or offers of assistance. Email andrea.bradley@archaeologists.net.

- Sharing good practice among Registered Organisations
- Boosting Registered Organisation guidance and requirements, such as providing example policy documents
- Providing updates on government advice relating to mental health alongside other health and safety advice
- Identification of EAP providers and advisors/trainers/counsellors for smaller organisations
- Training – such as mental health first aid, but also tackling root-cause issues such as managing change, working effectively, dealing with bullies, confidence training, conflict resolution and listening skills
- Events, to be run by model employers or client organisations, or participation in the national 'Time to Talk Day'
- Foresight projects: identifying how the changing world of work will affect us and acting to train and support our members to manage work healthily.

Rob Sutton MCIfA (4536)

Rob Sutton is the Head of the Milton Keynes Office at Cotswold Archaeology overseeing all fieldwork and post-excavation projects and managing a team of over 50. Rob also leads a Heritage Consultancy department of 25 staff across Cotswold Archaeology's four offices. An archaeology graduate from Bournemouth University, Rob worked as a field archaeologist for the Museum of London before spending nearly ten years as a heritage consultant at Atkins. For over a decade Rob has been an advocate for raising the profile of mental health issues in the work place.



Andrea Bradley MCIfA (1795)

Andrea is a consultant specialising in managing projects at business and strategic level within the historic environment sector. She is expert at finding approaches to unusual challenges and developing opportunities within organisations and major projects with clients like Atkins plc and HS2 Ltd, including management of the changing world of work, professionalisation and skills development. Andrea is on the Board of Directors of ClfA and the Department Advisory Board of the University of York.



¹ http://neweconomics.org/wellbeing-at-work/?_sft_issue=wellbeing

² <https://www.gov.uk/government/publications/hs2-supplier-guide>

³ <https://www.iod.com/news-campaigns/news/articles/loD-calls-for-a-little-more-conversation-as-survey-reveals-half-of-workplaces-report-mental-health>

⁴ Diggers' Forum carried out research in 2015 to identify the challenges and solutions to health and other issues arising from increasing shift working

⁵ <http://www.time-to-change.org.uk/about-us/about-our-campaign/time-to-talk>

SPOTLIGHT The CfA *Standard and guidance*

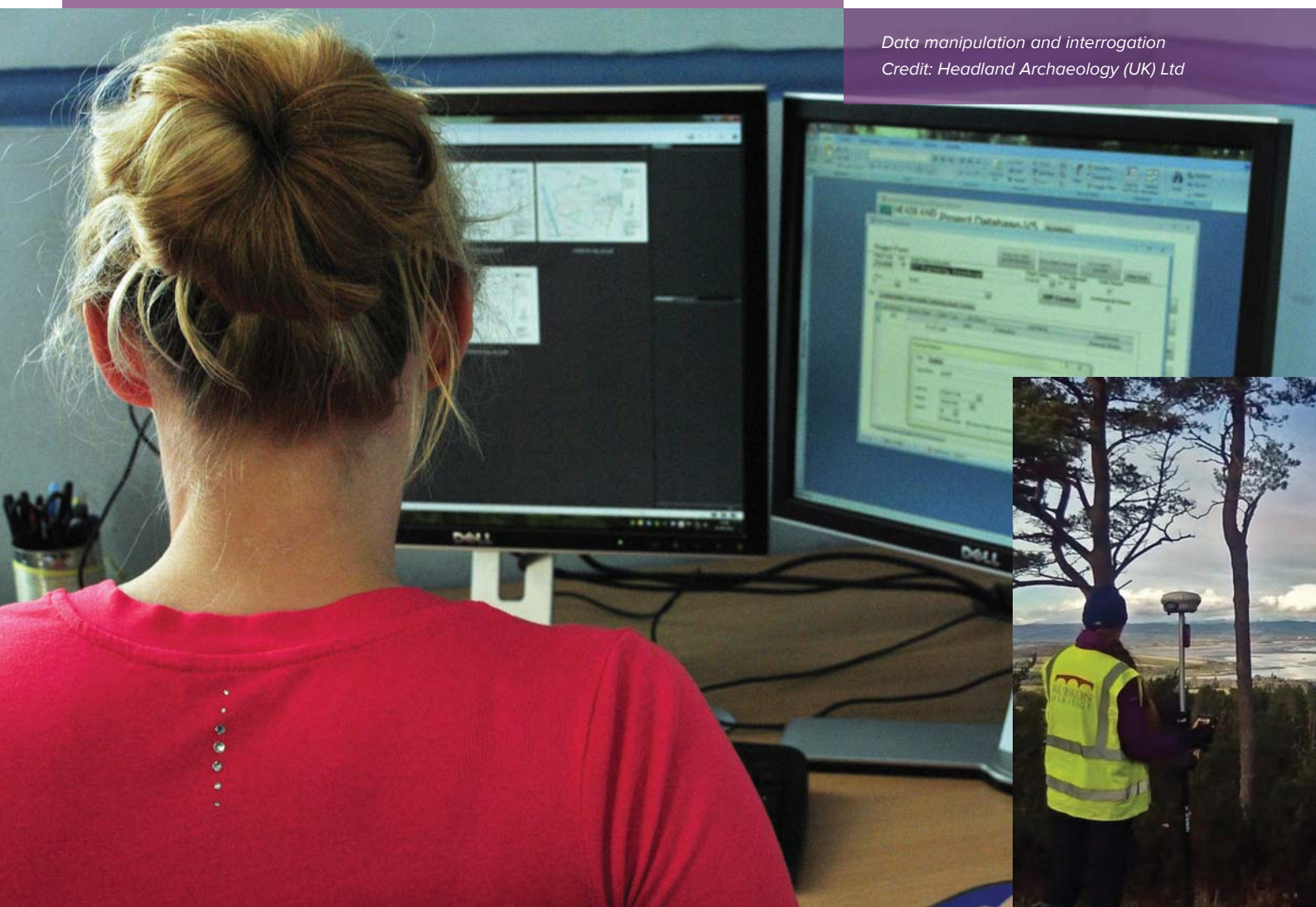
www.archaeologists.net/sites/default/files/CfAS%26GDBA_3.pdf

Desk-based assessment is a programme of study of the historic environment within a specified area or site on land, the inter-tidal zone or underwater that addresses agreed research and/or conservation objectives. It consists of an analysis of existing written, graphic, photographic and electronic information in order to identify the likely heritage assets, their interest and significance and the character of the study area, including appropriate consideration of the settings of heritage assets and, in England, the nature, extent and quality of the known or potential archaeological, historic, architectural and artistic interest.

Historic environment desk-based assessment is useful in a wide range of circumstances. For the purposes of this 'Spotlight' we are focusing on its role within the context of development (or other land-use change) proposals.

Despite different regimes (and occasionally, terminology) in England, Scotland, Wales and Northern Ireland, planning policy and associated guidance relating to the historic environment across the UK refers to the need for appropriate assessment in order to identify known and potential heritage assets affected by proposed development. In some cases (England and Wales), this is specifically

*Data manipulation and interrogation
Credit: Headland Archaeology (UK) Ltd*



for historic environment desk-based assessment

Kate Geary MClfA (1301), ClfA Head of Professional Development and Practice



Kate Geary

identified by the term 'desk-based assessment' and reference is made to the ClfA *Standard and guidance*. Regardless of terminology, all four national planning policies emphasise the importance of applications being submitted with sufficient information to allow for informed or reasoned decision-making.

Once an initial appraisal has highlighted the potential of a proposed development to impact on heritage assets, desk-based assessment is the first phase in a staged approach to the provision of sufficient information to support informed decision-making. Its aim is to identify

- known and potential heritage assets within the study area
- their interests and significance
- the character of the study area, including the setting of heritage assets
- the impact of a proposed development, or the need for further evaluation if necessary

Membership of ClfA places a professional obligation on individuals or Registered Organisations to comply with the *Code of conduct* and *Standards and guidance*, in

addition to any other requirements placed upon them by legislation or policy or its interpretation by the local planning authority, or other advisors or by their clients. Where the requirements of clients and/or advisors appear to require a less rigorous approach, members and Registered Organisations are, nevertheless, expected to adhere to the *Standard*.

So what does the *Standard* say?

In order to comply with the *Standard*, a desk-based assessment **must**

- 1 determine, as far as is reasonably possible from existing records, the nature, extent and significance of the historic environment within a specified area
- 2 be undertaken using appropriate methods and practices which satisfy the stated aims of the project, and which comply with the *Code of conduct* and other relevant regulations of ClfA
- 3 in a development context, *either* establish the impact of the proposed development on the significance of the historic environment *or* identify the need for further evaluation to do so
- 4 be sufficient to enable reasoned proposals and decisions to be made whether to mitigate, offset or accept without further intervention that impact

Desk-based assessment is not just a data-gathering exercise. The archaeologist carrying out the desk-based assessment needs the knowledge and skills to

- understand and assess **potential**
- understand and assess **significance**
- understand and assess the **impact** of the proposed development/land use changes on that significance

The assessment of setting is a complex issue and further guidance has been produced by Historic England in its Historic Environment Good Practice Advice in Planning Note 3 – *The Setting of Heritage Assets*. An initiative to develop further guidance on cultural heritage impact assessment between ClfA, IHBC and the Institute of Environmental Management and Assessment (IEMA) was announced in April.

Professional practice is constantly evolving as new techniques are developed and legal, administrative and ideological frameworks change. Feedback on this, and on any of the ClfA *Standards and guidance*, is welcome at any time. Any substantive changes will be subject to consultation with ClfA members and the wider sector.

ClfA Standards and guidance

- Define good practice, expanding and explaining general definitions in the Code of conduct
- Define a required **outcome**: the **standard**
- Advise on how the outcome may be reached: the **guidance**
- Are formulated *by the sector*, based on current understanding of good practice
- Are used when commissioning or designing archaeological work in order to define measurable **quality standards**
- Are not optional: compliance with the *Standard* is a **professional obligation** for ClfA members and Registered Organisations



Rubicon surveyors at Craig Phadraig, a late prehistoric hillfort overlooking the town of Inverness and Beaulieu firth - This survey was one of a series of topographical surveys undertaken by Rubicon Heritage Services examining late prehistoric settlements across north and northwest Scotland, Spring 2014. Credit: Enda O'Flaherty, Rubicon Heritage

Preserving Archaeological Remains

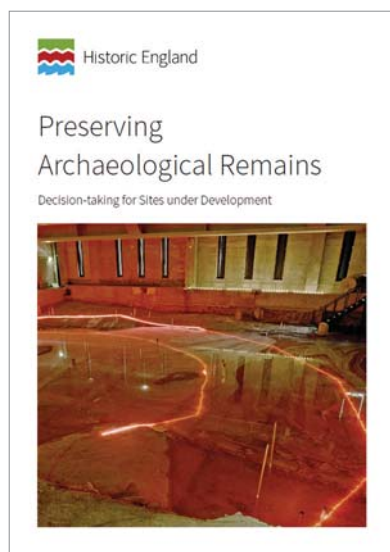
new guidance from Historic England

Jim Williams PhD MCIfA (2582)

In November 2016, Historic England published the guidance *Preserving Archaeological Remains: Decision-taking for sites under development*. Alex Llewellyn talks to the lead author Jim Williams about the document.

Q Hi Jim. Thanks for taking the time to come and talk to us about the new Preserving Archaeological Remains guidance. To start off with, can you tell us who this guidance is for?

It's for anyone planning on retaining archaeological remains within/below a development (previously called preservation *in situ*, but this isn't a term used in the guidance as it doesn't reflect the terminology used in current planning guidance, the NPPF). It is therefore for archaeological contractors, consultants and the developers for whom they work, as well as local authority archaeologists and planners.



Credit: Historic England

Q So, how does this differ from earlier guidance on the topic?

Until now we have only had guidance dealing with the *Mitigation of construction impact on archaeological remains* (Davis *et al.* 2004), and our own specific guidance on *Piling and Archaeology* (HE 2015).

This document looks at the whole decision-taking process, setting out the range of information needed to decide whether sites can be preserved through a further cycle of development, and provides detailed guidance on how that information should be collected. In particular it emphasises the need to understand

- the state of preservation of archaeological material, as a contribution to the assessment of a site's significance
- the nature of potential impacts of a proposed development, to assist in the assessment of the degree of harm that might be caused to the site and its significance.

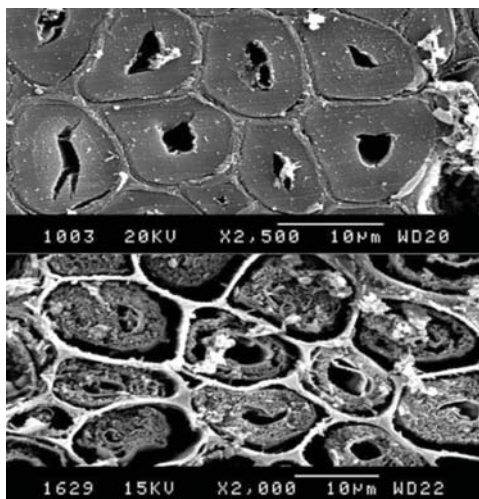
To make it easier to read, the key messages are contained within a short main document with the technical details covered by the following appendices

- Case studies (Appendix 1)
- Preservation assessment techniques (Appendix 2)
- Water environment assessment techniques (Appendix 3)
- Water monitoring for archaeological sites (Appendix 4)
- Materials for use in the reburial of sites (Appendix 5)

Q What sort of remains does it apply to?

The general principles in the guidance apply to all archaeological remains present on all sites where decisions are being made about whether some form of *in situ* retention is possible within a development scheme. So, it applies equally to human remains as it does metal artefacts or waterlogged wood.

The decision about whether to carry out a preservation assessment, for example, needs to be proportionate, and will, in part, be guided by the significance of the site. It will also depend on the quantity of any given archaeological material and the contribution that it makes to the significance of the site.



Scanning electron micrographs of well preserved (above) and degraded (bottom image) oak, one method that can be used to determine the state of preservation of archaeological wood. Credit: Historic England

Particular emphasis is placed on waterlogged organic archaeological deposits, because these often contain the greatest range of preserved archaeological materials, are complex to manage and additional time is often needed to collect all of the baseline data needed for decision-taking.

Although the document is predominantly aimed at sites affected by development or other types of land-use change, the methods and techniques are equally applicable to managing known wetland sites.

Q *What would you say are the key messages in the guidance for owners and developers?*

There is a whole

chapter on 'early engagement', a topic which is critical to developing successful reburial/retention schemes; the sooner you start thinking about whether long-term preservation is an appropriate site management tool, and start collecting information, the better. The guidance also points out that there is a lot of information that can be collected before fieldwork takes place.

In all cases, we would recommend and hope that a lot of pre-application discussion takes place between the developer, their archaeological advisors and the local authority's archaeologists, as these communications will ensure complex preservation projects work effectively.

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Aside from the importance of early engagement, the critical point for archaeologists

is to ensure that an adequate evaluation is conducted to understand the vertical and horizontal extent of the site, the full range of archaeological remains and the significance of the site. The past practice of evaluations stopping at the top of 'significant' deposits doesn't allow for that significance to be explored or for samples to be taken for a preservation assessment.

We've also changed our advice in relation to data gathering for waterlogged archaeological sites, and moved away from archaeologists collecting data on the site itself (often after the development has taken place), to recommending hydrogeologists study the local water environment. In practice this means finding out how water comes into an area, where it is going and what natural and anthropogenic factors influence currently observed changes. This provides a baseline against which to consider the impacts of proposed developments.

Q *How does the guidance relate to ClfA standards?*

The guidance links closely with the

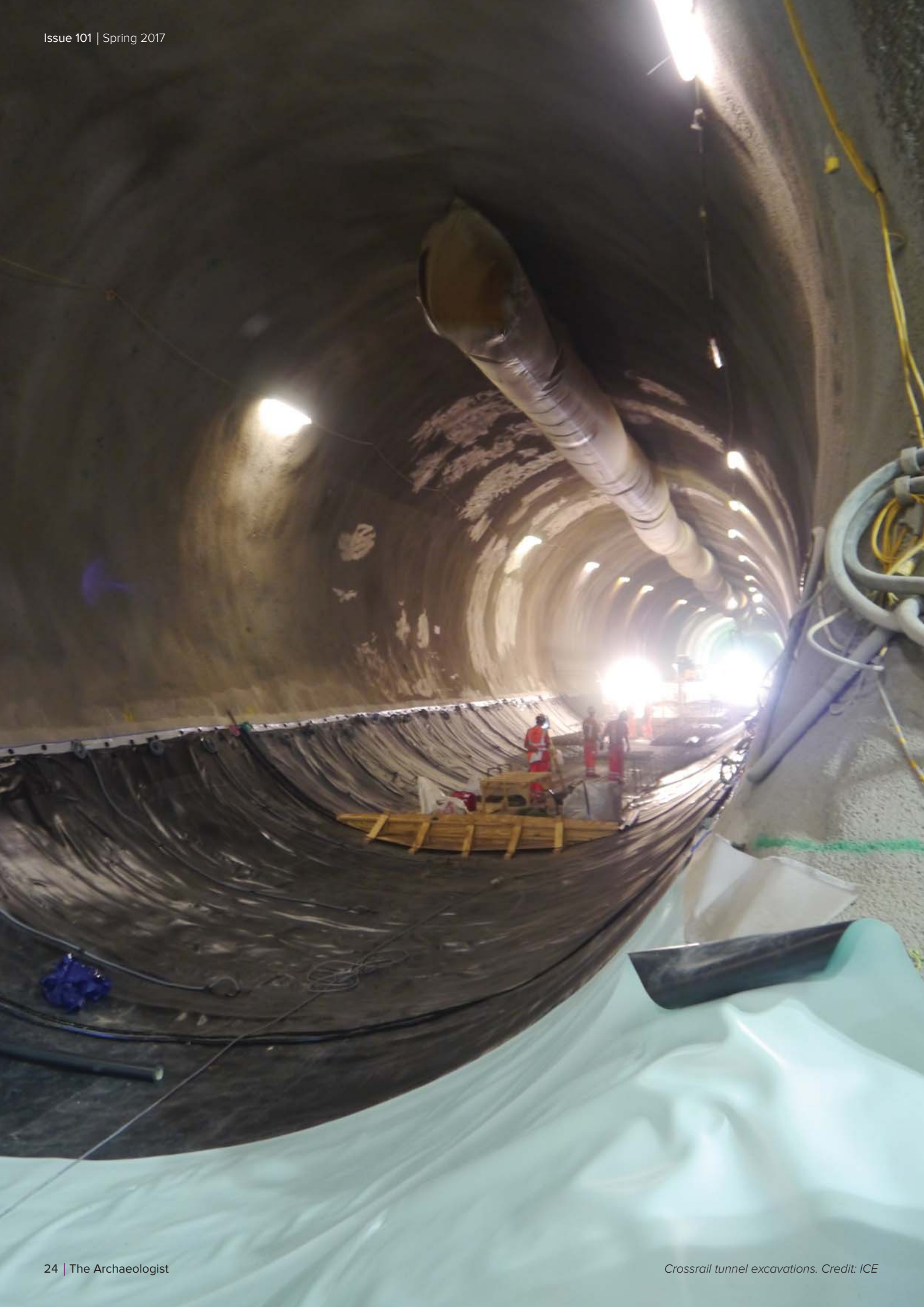
Standard and guidance for field evaluation, which identifies 'State of preservation' as one of the items of information that results from an evaluation excavation. I hope that by publicising the guidance we can encourage people to put a greater emphasis on this part of the ClfA standard in the future.

The guidance and appendices are available from the Historic England website www.historicengland.org.uk/preserving-archaeological-remains



Jim Williams MCIFA (2582)

Jim is the Historic England Senior Science Advisor, providing science advice in the East Midlands, and responsible for the line management of nine other science advisors. He has been involved in preservation *in situ* research for the last 15 years.



Archaeology and the art of making common causes

Rob Lennox

ClfA Policy Advisor (7353)

Advocacy is often unfairly characterised as the act of speaking to politicians to champion a particular cause or interest. In fact, it is more accurately a process of negotiation and championing with both practitioners and decision-makers alike, both within and beyond our immediate sphere of operation.

For ClfA, this sphere of operation obviously overlaps many others, so we make conscious efforts to engage and develop relationships with partners in other organisations and sectors to help increase an understanding of what archaeologists do and why their work adds value to industry and society. By undertaking to champion archaeology in this way, we can aim to influence professional practices beyond archaeology and build a common cause with potential allies when political lobbying is necessary.

With the current challenges of Brexit, planning reform, and austerity, these connections are vitally important to ClfA's work. For instance, ClfA has been working with the Institution of Civil Engineers to highlight where archaeology impacts upon infrastructure projects as part of a public exhibition. ClfA is due to publish an article in the house magazine of the Royal Town Planning Institute (RTPI), and has recently met with both RTPI and the British Property Federation to discuss policy positions. ClfA was also present at a recent RTPI conference, where common planning concerns were raised by voices across the profession.

The challenge of understanding the impact of current planning reform in this sphere requires that these stakeholders maintain a positive image of a professional and expert archaeological sector so that we can jointly champion our mutual positions (such as the need to properly resource planning departments) and enhance understanding of the validity of our more 'niche' concerns – for example, the logic behind treating archaeology as an exceptional case that requires work on development sites to be undertaken prior to the commencement of work, in many cases.

Archaeology also has strong crossovers with the natural environment. ClfA has recently lobbied governments in both England and Scotland to ensure the continuation of an integrated approach to land management which recognises that historic and natural assets both contribute to landscape character, are affected by land use in similar ways and can each produce benefits for communities. We have done this by fighting to ensure that organisations like Forestry Commission Scotland retain archaeological expertise as the sector undergoes reform and by seeking to ensure that systems of environmental stewardship are protected after Brexit. The sector is thus working, in large part through the Council for British Archaeology, with environment sector colleagues to ensure that their lobbying on planning changes recognises the joint threat to both archaeology and wildlife, as was recently seen as the House of Lords debated the Neighbourhood Planning Bill, as a jointly proposed amendment relating to planning conditions was passed into the Bill's text.

Fundamentally, it is necessary for ClfA to maintain an outward-looking view on the sector's relevance, and work both as a small sector with a clear specialist interest and as a wide-ranging and relevant contributor to a vast array of economic, environmental, social and cultural processes in today's world.

Rob Lennox Student member (7353)

Rob is Policy Advisor at ClfA and also works at the Council for British Archaeology. He has recently been awarded a PhD for his thesis entitled 'Heritage and politics in the public value era: An analysis of the historic environment sector, public, and state in England since 1997'.



Information about ClfA's policy priorities and advocacy work is available on the website advocacy pages at www.archaeologists.net/advocacy

THE ClfA MEMBERSHIP SURVEY 2016

what you said and what we are going to do



ClfA undertook its first comprehensive membership survey in spring/summer 2016. The survey was a lengthy affair with over 50 questions seeking feedback on a wide range of topics, from attitudes to membership to appreciation of member benefits to perceptions of ClfA's effectiveness across its areas of operation.

Overall, 526 questionnaires were completed representing just over 16 per cent of the total ClfA membership. The highest number of responses came from Members (MClfA) and respondents were typically members who are already engaged with ClfA – they attend ClfA events, read the journal, and respond to surveys.

The survey has provided us with some very useful feedback, highlighting the positive and not-so-positive experiences of ClfA members. All the information gathered will help to inform our future business plans and improve how we communicate with members, as well as improving how members can contribute to the development of the Institute and get more out of their membership.

Advisory Council discussing the results of the membership survey. Credit: Rob Lennox



HIGHLIGHTS

- Professional recognition is the most common reason for joining ClfA, followed by supporting the development of the profession
- The most important member benefit was being part of an organisation which sets standards and provides good practice guidance, followed by supporting the regulation of the profession, raising the profile of archaeologists and being part of a professional network
- Just under 70 per cent of respondents thought that all archaeologists should be professionally accredited
- Most respondents were either quite likely or extremely likely to recommend or encourage others to join ClfA
- Most respondents thought that ClfA has had a positive impact on standards of archaeological work, understanding good practice and promoting professional development. Just under half thought ClfA has had a positive impact on employment standards
- 78 per cent of respondents were positive about ClfA's success in achieving chartered status
- Attending the conference and reading *The Historic Environment: Policy and Practice* journal were the most commonly cited ClfA CPD opportunities
- Members mostly engage by reading *The Archaeologist* magazine, referring to ClfA's standards and guidance, responding to surveys and regularly reading the eBulletin
- *The Archaeologist* is the most valued part of the membership package, followed by the conference and professional practice papers

CHALLENGES FOR THE FUTURE

1 Diversity

The majority of respondents were white and middle-aged, representing a recruitment challenge which we will be taking forward with our Equality and Diversity Group

2 Continuing Professional development (CPD)

It was clear from the responses that some members are still confused about CPD and aren't recognising informal, on-the-job and self-directed learning as valuable contributions to their professional development. New professional development pages on



ClfA conference 2016. Attendance at the conference was one of the most commonly cited CPD opportunities. Credit: Adam Stanford/Aerial Cam

our website (www.archaeologists.net/careers) are being produced and the range of CPD workshops and events is being extended to help support members' learning and development

3 Understanding professional accreditation and self-regulation (and keeping up to date with changes to the *Code of conduct*)

Our new elearning module on Professionalism should help with this, as will further discussion on the role of professional standards through the *21st Century Challenges* workshop series www.archaeologists.net/online-discussions-and-workshops-timetable

4 Perceptions of ClfA

It was clear from some of the responses that we haven't always done a very good job of communicating how ClfA has changed over the years, and, in particular, since becoming the Chartered Institute in 2014. Our new governance structures allow for a much more representative Advisory Council with elected members and Group representatives all feeding back the views, aspirations and concerns of members. Details of how to contact the Advisory Council can be found on the website www.archaeologists.net/organisation/council

5 Promoting ClfA and ClfA membership

Over a third of respondents don't use their post-nominals or only mention the fact that they are professionally accredited if asked and three-quarters thought that their non-archaeological colleagues are probably not aware of ClfA. Fostering a culture of confident professionalism is a key ClfA aim and it's an important area where staff, volunteers and members need to work together – otherwise, how else will our colleagues, clients and the public understand and value the vital role our members play in delivering public benefit?

GET INVOLVED – YOUR INSTITUTE NEEDS YOU!

- Let us know what you think – and make sure you respond to the 2018 member survey!
- Get involved now by joining groups and committees to help shape ClfA's future
- Tell your colleagues and clients that you are professionally accredited and why that's important, and send them a link to *Professional archaeology: A guide for clients* (www.archaeologists.net/clientguide)

Member news

Manda Forster MClfA (4823)

Following five years working in the professional membership sector, including with ClfA, Manda will be joining DigVentures full-time as Programme Manager in June this year. Expanding on her previous role with the DV team developing training materials and working on post-excavation projects, Manda will now step into project development as well as managing publications and gaining some new skills. Previously, Manda managed the Practical Archaeology MA programme at the University of Birmingham, and will apply this expertise to expanding DigVentures' educational programmes. Since completing her PhD in 2004, Manda is proud to retain the title of expert in Viking soapstone vessels, and will continue to research these humble artefacts in her new role. One downside of her new adventure is that she will no longer be able to help organise the ClfA annual conference and, although she'll miss being involved after six years of doing so, she is very much looking forward to being a delegate again.



© Manda Forster



© Mark Grahame

Mark Grahame MClfA (8109)

Mark works at Foundations Archaeology and has been a member of ClfA since 2014. He decided to upgrade to MClfA because continuous professional development is at the heart of our discipline and the ClfA mission. The benchmarks that ClfA provide for membership of the Chartered Institute provide a real incentive to obtain the skills and professional competencies necessary to execute complex and challenging projects within the heritage sector. The ClfA ethical framework also provides a structured framework that helps us to balance the requirements of development against the need to conserve the historic environment. By achieving MClfA, we communicate to clients, local authority archaeologists and to other stakeholders that we have obtained competencies on which they can rely. In this way, professional standards are raised across our discipline and Mark upgraded because he wanted to participate in this mission. The sense of achievement that comes from attaining MClfA makes undertaking the upgrading process worthwhile. It has certainly raised both Mark's professional competencies and personal self-awareness. He would recommend it to anyone working in the heritage sector for both personal and professional reasons.

Member news

Obituary

Obituary: Dai Morgan-Evans HonMCIfA (88)

Professor Howard Williams

Born in 1944, Dai had ties with Chester and its archaeology since childhood: he was a Chester King's School pupil and dug with the Grosvenor Museum. His career began studying archaeology at Cardiff and he served as Assistant Director of the famous South Cadbury excavations under Leslie Alcock. As an Inspector of Ancient Monuments and Historic Buildings, he was instrumental in bringing into existence the Welsh Archaeological Trusts. His case work took him across Wales and England during a career based first in Cardiff and then in London. Leaving English Heritage in 1992, he became General Secretary of the Society of Antiquaries of London, steering it towards the institution it is now today. Leaving SAL, he became a member of the National Trust Archaeology Panel, the All Party Parliamentary Archaeology Advisory Group, and Chairman of the Butser Ancient Farm Trust. His extensive and indefatigable research career included published works addressing heritage management and conservation, the Roman and early medieval archaeology of western Britain, industrial archaeology and 18th-century antiquarianism.

In his long-standing capacity as Visiting Professor of Archaeology at the University of Chester, Dai enriched the student experience through his teaching. I particularly recall his contributions to the final-year student module HI6001 Archaeology and Contemporary Society, where he was both popular with students and entertaining and visionary in his distinctive perspectives on the future of archaeological research and public archaeology. Dai deployed his Chester affiliation on his many scholarly publications, and enhanced Chester's profile through his public talks and television appearances.

Most notably for Chester's public profile, Dai designed the 'villa urbana' erected at Wroxeter Roman city for the Channel 4 series *Rome Wasn't Built in a Day* and appeared throughout this entertaining series. Subsequently, through the villa's opening to the public in February 2011, the structure has remained a key element of this English Heritage site's heritage interpretation.

This obituary is an edited version. To read the full obituary and see the images please go to www.howardwilliamsblog.wordpress.com/2017/03/04/professor-dai-morgan-evans/



Dai Morgan-Evans © Howard Williams

John Lewis, General Secretary of the Society of Antiquaries of London, has also written an obituary in the *Salon* newsletter. You can read this in *Salon* issue 381 here: <http://us6.campaign-archive2.com/?u=5557bc147d34993782f185bde&id=c16b756f1b>

Member news

Geoffrey Wainwright HonMCIfA (124)

John Lewis, General Secretary of the Society of Antiquaries of London

Geoff was born in 1937 and read archaeology at Cardiff; he studied for his PhD at the Institute of Archaeology in London. He was Professor of Archaeology at the University of Baroda, India, from 1961 to 1963, returning to Britain to become an Inspector and later Principal Inspector of Ancient Monuments at DoE/English Heritage until 1990. He was Chief Archaeologist there until his retirement in 1999. In the 1960s and 70s, he led the major excavations at Durrington Walls, Mount Pleasant, Gussage All Saints and Shaugh Moor, among others. As Chief Archaeologist at English Heritage, he was the moving force behind the adoption of Planning Policy Guidance Note 16, the document that in effect gave birth to the commercial archaeology sector we know today. Thus he was not only a great field archaeologist, but an extremely capable administrator and policy maker who put archaeology firmly at the top of English Heritage's agenda.



Geoffrey Wainwright © SALON

Obituary

Geoff felt passionately about all he did. He made decisions and most importantly, made sure they were implemented. Geoff did not suffer fools under any circumstances, and he could be abrasive and divisive, but he was undeniably effective. Stories about Geoff – and in particular his days leading the 'Central Excavation Unit' and as Chief Archaeologist – are legion and have become part of the folklore of archaeology in England.

Like most archaeologists of my generation, he had an impact on my career at various times. For example, in 1988 he visited my late glacial and early Mesolithic site in Uxbridge to find out why we were asking English Heritage for money to extend the excavation. After a thorough interrogation, he made a decision on the spot, and we had the money by the end of the week. Later in my career, Geoff was chair of the board of Trustees at Wessex Archaeology when I was employed there, and of course, I knew him as a past president and keen supporter of our Welsh Regional Fellows Group.

These days the words 'legend' and 'giant' are used far too freely, but Geoff was certainly both of these. He dominated English archaeology through forceful leadership and strength of character in ways that we are unlikely to see again.

You can read the full obituary in *Salon* issue 382 here: <http://us6.campaign-archive2.com/?u=5557bc147d34993782f185bde&id=74a638238c>

New members



Member (MCfA)	Practitioner (PCfA)	Affiliate	Student (cont)
9070 Tom Brindle	9007 Alice Amabilino	9059 Mehran Ashraf	9084 Sarah Chang
8906 Rebecca Casa Hatton	8927 Edward Ashby	9037 Julian Bagg	9088 Emma Chubb
8934 Christopher Casswell	9064 Preston Boyles	8214 Nida Bhunnoo	9033 Rory Coduri
8982 Bart Corver	8971 Ben Donnelly-Symes	8991 Ferran Bonet Ribelles	9051 Jennifer Cooke
8933 Cecily Cropper	8932 Rosie Everett	9003 Bronte Charles	9004 Jessica Cooper-Dunn
8997 Cheryl Green	9071 Joy Fuller	9080 Hannah Child	8094 Claire Davey
8998 Alexis Haslam	9067 Nathan Griggs	9047 Michael Davies	9086 Molly Day
9021 Sandra Honeywell	8940 Edward Hawkins	9034 Helen Ellison	9035 Zena Elabdin
6253 Emma-Jayne Hopla	8970 Kevin Horsley	9001 Juan Francisco Palomeque	9040 Penelope Foreman
8905 Sophie Jackson	8840 David Humphreys	8964 Jade Franklin	9093 Hugh Gatt
8969 Douglas Killock	9025 Steven Hunt	9095 Ciar Gifford	9036 Lesa Glover
8831 Suzanne Lilley	8979 Amy Koonce	8346 Stewart Hawthorn	7501 David Hogan
8751 Kae Neustadt	6138 Sophie Laidler	7225 Craig-Lee Holt	9049 Heather Holt
5098 Sarah Percival	8878 Florence Laino	8990 Samuel Jackson	9000 Luke Hooper
8761 Matthew Pope	8719 Adam Mager	9039 Sean Johnson	8992 Naomi Hudson
9008 Caroline Raynor	8705 Neal Mason	8723 Sam Laidlaw	8952 Ceri James
8856 Steven Sheldon	9073 Romy McIntosh	9106 Sonia Matteodo	8966 Solveig Junglas
8938 Edmund Stratford	9028 Antoni Nowak	7237 David Mudd	8867 Eirini Kleisoura
8968 Twigs Way	9065 Yvonne O'Dell	5221 Darren Parr	8893 Agata Kostrzewa
	8942 Norma Oldfield	8886 Jack Portwood	8972 Johnathan Lim
	8980 Annie Partridge	9087 Martin Saunders	8986 Lydia Loopesko
	9029 Marta Perlinska	9038 Christopher Tinmouth	9045 Malcolm McLeod
	9066 John Phillips	9044 Katherine Whitehouse	9005 Emma Morgan
	9017 Rui Santo	9032 Kerry Wiggins	8231 Jennifer Muller
	9018 Filipe Santos	9083 Jacqueline Wilson	8963 Rachael Nicholson
	8118 Rebecca Smart		8875 Sean Owen
	8995 Lindsey Stirling	Student	9111 Sean Rawling
	8941 Alexis Thouki	9105 Leah Faye Armstrong	9107 Ria Seaman
	8981 Marloes van der Sommen	8989 Sarah Ashbridge	8925 Fiona Skinner
	8996 Sam Williamson	8965 Rachel Bateson	8918 Amy Smith
	2131 Danielle Wootton	8913 Jessica Baugh	8954 Phoebe Smith
		9089 Jem Brewer	9002 Matthew Thomas
		8988 Katherine Bridges	9057 Marte Tollefsen
		9058 Alexandra Caples	9046 Kieran Wiseman
		8984 Louisa Catt	8987 Kevin Woolard
			9041 Margherita Zona

Upgraded members

Member (MCfA)	Associate (ACfA)	Practitioner (PCfA)
6330 Iain Bright	8027 James Archer	8706 Emma Aitken
1837 Sean Cook	6323 Patrick Dresch	7309 Peter Banks
8109 Mark Grahame	8476 Andreas Duering	8946 Christopher Booth
8907 Miles Johnson	8915 Ben Dyson	7926 Grace Campbell
4841 Fiona Lee	7881 Rebecca Emms	8343 Abby Cooper
1456 Stephanie Leith	6276 Rebecca Hunt	7909 Kimberley Dowding
8154 Robert McMorran	7696 Adam Jarvis	8590 Bekky Hillman
1254 Janet Miller	7764 Esther Robinson Wild	7741 Mark McKerracher
4903 Kevin Mooney	8528 Lexi Scard	6285 Jessica Murray
4567 Clare Randall		8568 Emily Taylor
		6150 Gemma Ward

NOTICEBOARD

DATES FOR YOUR DIARY

ClfA conference 2018

ClfA2018 will be held from 25 to 27 April 2018 (venue to be confirmed)

The theme for the conference will be *Pulling together: collaboration, synthesis, innovation*. We will be looking to include sessions and CPD workshops that cover the different aspects of research communities and the results of developer-led research, and how these can be pulled together to innovate and improve archaeological practice.

If you would like to propose a session or CPD workshop please complete the proposal form on our website at www.archaeologists.net/conference/2018 and email it to conference@archaeologists.net
Deadline for session proposals: 31 July 2017.

ClfA Annual General Meeting

Our next AGM will be held on Tuesday 24 October 2017 and further information will be circulated in due course.

In the run-up to this we will be holding elections for Advisory Council and the Board of Directors and would encourage accredited members to consider getting involved. More information about the role of Advisory Council and Board members is available on the website (www.archaeologists.net/cifa/agm) or you can contact Jan Wills or Alex Llewellyn to discuss this in more detail (alex.llewellyn@archaeologists.net)

ClfA Group events

ClfA Groups are very active networks for members and often run a variety of courses and CPD events. Recent examples include asbestos awareness, artefact studies and standards of reporting, mental health first aid and local plans.

Information about upcoming events are on our Eventbrite page www.eventbrite.co.uk/o/chartered-institute-for-archaeologists-6515701863

ATF Award winners 2017

We'd like to congratulate ClfA Registered Organisation Allen Archaeology, winners of the 2017 Archaeology Training Forum Award for their Commercial Archaeology Trainee Scheme. This year's highly commended award went to another Registered Organisation, Worcestershire Archives and Archaeology Service, for their NVQ3 Training Programme for Field Archaeologists. The ATF Award recognises excellence in training, learning and professional development and was presented by Robin Turner, Chair of ATF, at the ClfA Conference in Newcastle.

For more information about the winners, the Award and the work of ATF, visit the ATF website www.archaeologytraining.org.uk/atf-award/award-archive/

Photos for *The Archaeologist*

We are always looking for new images for TA and other ClfA publications to represent the work professional archaeologists undertake. If you'd be willing to let us use your images (with appropriate credit) please get in touch with us (admin@archaeologists.net).

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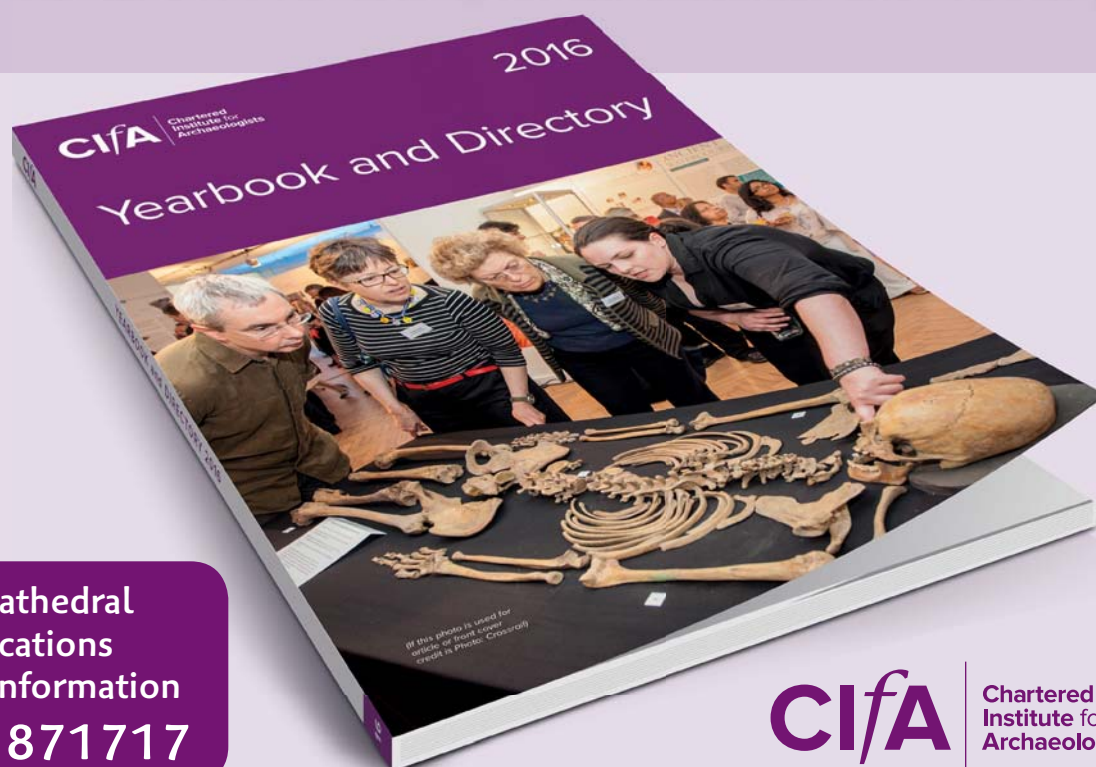
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